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# **AGREEMENT**

**between**

**THE BOARD OF EDUCATION**

**of**

**ELBA CENTRAL SCHOOL**

**and the**

**ELBA CENTRAL SCHOOL**

**FACULTY EDUCATION ASSOCIATION**

7/1 6/30  
**2006 - 2011**

**RECEIVED**

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**NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD**



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## **ARTICLE I**

### **Recognition**

#### **SECTION 1**

The Elba Central School Board of Education, hereinafter referred to as the Board, recognizes the Elba Central School Faculty Association, hereinafter referred to as the Association, as the exclusive representative for the purpose of collectively negotiating in the determination of the terms and conditions of employment, and the administration of grievances arising thereunder, as provided by Article XIV of the Civil Service Law, as amended. The negotiating unit shall consist of all certificated employees of the Board, excluding the Superintendent of Schools, Principals, and substitute teachers.

#### **SECTION 2**

This recognition of the Association as the exclusive representative of the employees within the negotiating unit described above shall extend until challenged in accordance with the applicable provisions of the Civil Service Law, as amended.

#### **SECTION 3**

It is agreed that employees included within this negotiating unit, who shall hereinafter be referred to as "Member(s)", shall have the right to join or not to join the Association and that membership in the Association shall not be a prerequisite for employment or continuation of employment of any member.

#### **SECTION 4**

The Association affirms that it does not and will not assert the right to strike or to cause, instigate, encourage, condone or participate in a strike, slowdown or work interruption of any kind.

## **ARTICLE II**

### **Dues Deductions**

#### **SECTION 1**

The Board agrees to deduct from the salaries of its employees dues for the Elba Central School Faculty Association when said employee individually and voluntarily authorizes the Board to so deduct. The Board also agrees to deduct the agency fee as provided in the Taylor Law for those employees who do not authorize deduction of dues.

#### **SECTION 2**

The said deductions shall be made in equal installments beginning with the second pay period of the school year.

#### **SECTION 3**

Executed dues deduction authorization forms shall be filed with the district business office at least ten (10) days prior to the pay date on which deductions are to begin.

#### **SECTION 4**

The Association shall notify the district business office the amount of its dues and agency fee at least ten (10) days prior to the pay date on which deductions are to begin.



## **SECTION 5**

The Association agrees to hold the district and district representatives or agents harmless from any and all liability which may arise from the implementation of this dues deduction procedure.

## **SECTION 6**

Amounts deducted in accordance with the terms of this paragraph shall be transmitted to the Association within three (3) school days after the deductions are made except in emergency situations.

## **SECTION 7**

Deduction authorization shall be submitted on the form provided in appendix A.

# **ARTICLE III**

## **Leave of Absence**

### **SECTION 1 - SICK LEAVE**

Upon employment by the Board, each member shall be credited with twelve (12) days of personal illness leave per year. The unused portion of the first year's personal illness leave shall accumulate. For each succeeding year personal illness leave shall be credited and accumulated in the same manner as the first year. This accumulation shall operate until 180 days are accumulated. Used personal illness leaves shall be deducted from accumulated personal illness leave. The above rate of accumulation shall be reinstated at any time that the accumulated personal illness leave falls below 180 days.

Each member whose services begin September 1 or before shall be eligible for twelve (12) days of credited personal illness leave. Each member whose services begin after September 1 shall be credited with a prorated number of personal illness days.

The Board will give consideration to special cases that extend beyond the accumulated personal illness leave of the member.

In the event of more than five (5) consecutive school days of illness by a member, a statement attesting to the nature of the illness shall be presented to the Board from the member's physician in attendance if requested.

Leave for unavoidable remedial health or medical appointments shall be arranged by the member with other members of the staff to carry on that teacher's duties. Such arrangements shall be made through the coordination and cooperation of the Principal.

### **SECTION 2 - FAMILY ILLNESS LEAVE**

Each member shall be allowed a total of three (3) teaching days of absence with pay during any one school year in case of illness of a parent, child, spouse or other relative living in the immediate household. An additional 4 days per year may be used for this purpose from the member's personal illness days.

### **SECTION 3 - BEREAVEMENT LEAVE**

Each member shall be allowed five (5) teaching days of absence with pay for each case of the death of the member's father, mother, husband, wife, brother, sister, child, mother-in-law, father-in-law, grandparents, grandchildren, son-in-law, daughter-in-law, brother-in-law, sister-in-law, nieces, nephews, aunts and uncles. Leave with pay shall be granted for serving as a bearer in a funeral.

### **SECTION 4 - JURY DUTY**

Leave with pay shall be granted for jury duty, appearance in court as a witness. Compensation for such

appearance on jury duty or court appearance shall be returned to the district.

#### SECTION 5 - ATTENDANCE RECORD

A member's attendance record shall be kept in the office.

#### SECTION 6 - LEAVE COMMITTEE

There shall be a faculty committee consisting of five (5) members selected by the members, approved by the Board, to verify cases where there is indication of abuse in the use of the types of leave set forth in the Article. There shall be a committee consisting of a Board Member, the Superintendent and a unit member to make the final decision.

#### SECTION 7 - SICK LEAVE BANK

A Sick Leave Bank may be established by the Association if and when one or more members within the negotiating unit voluntarily contribute three (3) personal illness days to that Bank. If established, the Bank shall be maintained by the Association at no cost whatsoever to the District and shall be used when a member is incapacitated by long-term illness or injury under circumstances that permit that member to use his/her personal illness days.

Participation and membership in the Sick Leave Bank shall be voluntary on the part of the members.

The Bank shall be established by the contribution of three (3) personal illness days by each participating member who is on the payroll as of September, 1978, and shall never contain more than three (3) personal illness days per member. When a member makes the contribution to the Bank from his/her accumulated personal illness days, such contribution shall be in writing, directed to the President of the Association, with a copy being sent to the Superintendent. Upon receipt of that written notification, the district shall deduct from the individual's accumulated personal illness leave account the number of days contributed. In no event shall such days be restored to that individual's accumulation.

Any member who is a participant in the Bank may apply to the Extended Leave Committee to request withdrawal of personal illness days from the Bank. Such request, if approved, would only take effect after that member's accumulated personal illness leave had been totally exhausted.

A participating member in the Bank may not apply to the Bank for a withdrawal of personal illness leave until a minimum of thirty (30) calendar days have passed after that member has exhausted his/her accumulated personal illness days and that member has not been able to return to service in the district. However, workdays during the thirty (30) calendar day period will be covered retroactively if approval of the request is granted.

Subject to final approval by the Extended Leave Committee, no member may withdraw from the Bank more than a total of one hundred eighty (180) personal illness days during any school year. In no event shall more than one hundred eighty (180) personal illness days be provided from the Bank to a member for the same illness or injury.

In the event that the balance of personal illness days in the Bank falls below a total of one hundred eighty (180), members who are participants in the Bank may be solicited for additional contributions to bring the minimum level up to one hundred eighty (180) personal illness days. Such solicitation shall occur away from school premises and on non-working time.

Members who are participants in the Bank who make withdrawals from that Bank, upon the approval of the Extended Leave Committee, will not be required to replace the days that have been withdrawn.

All requests for withdrawals from the Bank must be in writing and address to the President of the Association, with a copy being sent to the Superintendent.

The Extended Leave Committee shall consist of the President of the Association, the Superintendent, a unit member representing grades K-6 and a unit member representing grades 7-12.

Once the Bank is established, new members to the district may become participants in the Bank by

contributing two (2) days from their accumulated personal illness leave to the Bank. Unit members will contribute the first of their two days to the Bank during the first year of membership. In the succeeding year, each of these unit members will contribute the second of his/her two days to the Bank.

All record keeping for the Sick Leave Bank shall be maintained by the Association, with copies being forwarded to the Superintendent.

#### SECTION 8 - PERSONAL LEAVE

Each member shall be credited with two (2) days of personal leave per year, which day or days, if not used, shall be added to that member's accumulated sick leave, but shall not increase the maximum permissible accumulation of sick leave set forth in Section 1 of this Article.

No personal leave shall be used on any day immediately prior to or immediately following a vacation period except in emergency situations.

Personal leave shall be used only for attendance at functions or in the conduct of business in which the member could not ordinarily participate during out-of-school time. No personal leave shall be used for vacations or recreational trips.

The members shall notify the Superintendent at least 72 hours prior to the day of absence except in emergency cases.

An additional two (2) days per year may be used in the case of a weather related emergency. Such days shall be deducted from personal leave days or, if the member has no personal leave remaining, deducted from the member's personal illness days.

#### SECTION 9 - UNPAID LEAVES

The Board may, in its discretion, grant unpaid leaves of absence to members of the bargaining unit. To be eligible to apply for an unpaid leave of absence, the member must have at least three (3) years of experience in the Elba Central School District. Such leaves shall not exceed one (1) year.

In the event the Board receives more than one request, consideration will be given to the member with the greatest number of years of service in the District. Members who have been granted unpaid leaves shall not be eligible to apply for another leave until they have completed three (3) years of service in the District after returning from such unpaid leave.

During an unpaid leave of absence, members shall not be eligible for any benefits otherwise accrued to employees including but not limited to service time credited towards seniority, advancement on the salary schedule or credit for probationary service leading to tenure.

Applications for an unpaid leave of absence must be submitted in writing to the Superintendent no later than February 1st of the school year immediately preceding the school year in which the leave would occur if granted.

#### SECTION 10 - CHILD REARING LEAVE

Each member shall give notice to the Board through the Superintendent as soon as possible, but at least 30 days, prior to the requested date the leave is to commence. A member shall be granted a leave of absence under this Section for a period of time not to exceed one (1) full year. The member must return at the beginning of the semester and the return date must be set at the start of the leave. A member who begins this leave in the first semester will report back to work not later than the first semester of the next school year.

Nothing contained in this Article will deprive a member from using accumulated sick days for that period of time during which she is temporarily disabled due to pregnancy. A member shall not be required to use sick leave.

By mutual agreement between the District and the member the one-year period provided in this section may be extended or reduced. The Board reserves the right to terminate the leave of absence at any time under special circumstances if such termination is mutually agreeable to both the Board and the member.

During such an unpaid leave of absence, members shall not be eligible for any benefits otherwise accrued to employees including but not limited to service time credited towards seniority, advancement on the salary schedule or credit for probationary service leading to tenure, except as specified in the Federal Family and Medical Leave Act of 1993.

This leave shall be credited towards any leave to which the member may be entitled to under the Federal Family and Medical Leave Act of 1993 (FMLA). As per the FMLA, this leave can be used for, but not limited to, the birth or care of a child, the placement of a child with the employee for adoption or foster care, and applies to both female and male teachers.

#### SECTION 11 - SABBATICAL LEAVE

1. A member, if a full time employee of the Elba Central School shall be entitled to apply for one (1) full year of sabbatical leave at one-half pay of salary or one-half year of sabbatical leave at full salary if granted by the Board of Education.

2. A member to be eligible for sabbatical leave must have a minimum of seven (7) consecutive years service as a regular full-time employee of Elba Central School immediately preceding his/her application for sabbatical leave.

3. One (1) full time member will be eligible for a sabbatical leave in a given school year.

4. Application for such leave must be filed in writing with the Superintendent prior to January 1 of the school year for which the leave is requested. A statement of the definite purpose for the leave shall be included.

5. The selection of the applicant rests with the Board of Education.

6. The member shall agree, in writing, to return to employment at Elba Central School for a minimum of two (2) school years immediately following completion of the sabbatical. In the event of the resignation or dismissal of the member during this designated period, the member must refund to the district all salary paid during the leave of absence except in cases of permanent personal disability resulting in the inability to perform his/her normal teaching assignments.

#### SECTION 12 - RETURN FROM LEAVE

A member returning from any leave of absence will not be eligible for advancement to the next step on the salary schedule in any succeeding school year unless the member has completed one semester of teaching service at Elba Central School during the academic year in which the leave of absence commenced.

#### SECTION 13 – ASSOCIATION BUSINESS

Representatives of the Elba Faculty Association shall be provided a maximum of nine days annually, non-cumulative, without loss of pay to participate as delegates to the NYS Retirement Convention, NYSUT Presidents Conference, NYSUT Representative Assembly and the Committee of 100. At least one week's advance notice shall be given to the District.

#### SECTION 14 – FAMILY AND MEDICAL LEAVE

All leave and benefit provisions of this contract will be counted towards the leave and benefit provisions of the Family and Medical Leave Act of 1993, where applicable. FMLA leave and benefits will be applied for eligible employees if the contractual leave and benefits provide less than the FMLA.

## **ARTICLE IV**

### **Teaching Assignments**

#### **SECTION 1**

The parties recognize that teaching assignments cannot with certainty be made in June for the following school year, due to unexpected changes in personnel, the unavailability of census results and similar contingencies.

#### **SECTION 2**

The parties agree that an administrative representative will be generally available during the month of June for consultation with any interested member as to the then scheduled teaching assignments for the upcoming school year.

#### **SECTION 3**

It is further agreed that a current schedule of teaching assignments for the upcoming school year will be kept at the school, available for inspection by any interested member during normal summer hours, between July 15 and the beginning of the next school year.

#### **SECTION 4**

In the event that a tentative decision has been made regarding a change in assignment the member involved will be notified of the subject matter/grade level assignment as soon as the tentative decision has been made and will be solicited for input prior to a final decision.

## **ARTICLE V**

### **Mileage Rate**

#### **SECTION 1**

If school transportation is unavailable members who use their own car to attend conferences or clinics approved by the Board or who represent the school on school business, shall be reimbursed at the maximum allowable rate established by the Internal Revenue Service for mileage reimbursement.

#### **SECTION 2**

If the member uses school transportation there shall be no mileage reimbursement unless approved by the Board.

## **ARTICLE VI**

### **Miscellaneous**

#### **SECTION 1 – PAYROLL OPTIONS**

The Board of Education shall make Direct Deposit Banking available to Association members. The Board shall deduct from the salaries of its members an amount individually and voluntarily authorized and transmit said amount to the Credit Union or to the banking institution of the member's choice. Deductions will occur only in regular salary payments and not for extracurricular and/or stipend payments. Amounts deducted in accordance with the terms of this paragraph shall be transmitted to the Credit Union or to the banking institution of the member's choice to be available at the beginning of the business day on the pay date which the deductions are made except in emergency situations.

## SECTION 2 - RETIREMENT SYSTEM LOANS

The Board shall deduct from the salaries of its members an amount individually and voluntarily authorized for loan payments to the retirement system in accordance with existing policy.

## SECTION 3 - TAX SHELTERED ANNUITY

The Board shall establish and each member shall be eligible to participate in, tax sheltered annuity plans selected by the Association and established pursuant to United States Public Law No. 87-370.

## SECTION 4 - SCHOOL LUNCH

Members shall be allowed to buy part of the lunch provided by the cafeteria and pay accordingly.

## SECTION 5 - PROBATIONARY PERIOD

Members shall be appointed to a probationary period in accordance with the applicable Sections of the New York State Education Law.

## SECTION 6 - LEGISLATIVE BODY APPROVAL

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore shall not become effective until the appropriate legislative body has given approval.

## SECTION 7 - BOARD REGULATIONS

The provisions of this Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent herewith.

## SECTION 8 - COPIES OF AGREEMENT

Each member shall be provided a copy of this Agreement at the expense of the Board.

## SECTION 9 - CONTRACT MODIFICATION

The provisions of this Agreement may not be modified in whole or in part by the parties except by mutual agreement in writing.

## SECTION 10 - WORK DAY

The workday for each member, excluding teaching assistants, shall be seven hours and thirty-five minutes including lunch except that no member shall leave prior to the time the last buses leave at the end of the school day.

Members shall attend all meetings called by the administration unless excused. Such meetings will be scheduled with reasonable notice.

## SECTION 11 - SIGN-IN

Teaching Assistants will be required to sign-in and out on days of scheduled employment. Any member arriving late or leaving early must indicate the time on the sign-in sheet located in the members' designated office.

## SECTION 12 - PERSONNEL FILE

Each member shall be granted the opportunity to review his/her personnel file at reasonable times except for original recommendations.

Each member also shall have the right to reply to any material in his/her personnel file and have that response inserted in the personnel file.

## **SECTION 13 - PART TIME CLASSIFICATION**

Any unit member regularly scheduled to work less than the full workday, as defined in Section 10 of Article VI hereof, shall be classified as a part-time member.

A part-time member shall be paid and receive fringe benefits, such as sick leave, personal leave, and health insurance premium contributions by the district, pro-rata, based upon the ratio of that member's workday to the full workday.

If at the time of original part-time employment, the district believes that the appointment will continue as part-time from year to year, the member shall be given a probationary appointment. It is understood that such probationary appointment is not required by law and thus the district shall determine the duration of such probationary period based upon the number of hours to be worked by that member each year. It is further understood that the duration of that appointment may be changed during its term to reflect changes in the member's work schedule.

The Board of Education shall determine the definition of a teaching assignment for the part-time member.

Part-time members of the Association shall be compensated for attendance at District in-service training beyond the employee's pro-rata schedule except for work required in Article VI, section 14. Compensated in-service hours will be provided at an hourly rate determined by multiplying the hours beyond the member's pro-rata schedule times 1/200<sup>th</sup> of the member's salary.

## **SECTION 14 – STAFF DEVELOPMENT**

The District may schedule two days of member training or other activities in the week immediately preceding the opening day of school for students.

## **SECTION 15 – FACILITIES USE**

The Association shall have the right to use the facilities of the District for union meetings. Such meetings will be held outside of the member's workday.

# **ARTICLE VII**

## **Health Insurance**

### **SECTION 1**

Effective July 1, 2007, the Board shall pay 87% of the premium of the Genesee Area Health Care Traditional Plan or the Community Blue Plan for each enrolled member and effective July 1, 2008 the Board shall pay 85%, however, that no member may be covered under any other hospitalization plan of his own or his immediate family, any part of the cost of which is paid for by another employer. Any individual so covered by another hospitalization plan shall be immediately suspended from coverage under the Board's plan.

The District may, with the approval of the Association, provide health insurance through another carrier. Members may choose either one of the coverage's offered.

### **SECTION 2**

Effective July 1, 2007, the Board shall pay 87% of the premium of the Blue Shield High Option Basic Dental Plan together with Riders A, C, D and Rider for each enrolled member and effective July 1, 2008 the Board shall pay 85% of the premium for each enrolled member.

The District may, with the approval of the Association, provide Basic Dental Plan through another carrier.

### SECTION 3

Any member who retires from the District will be eligible for paid health insurance benefits during retirement to the extent of the expenditure of funds the limit of which will be determined by multiplying the following rates or the highest certified per diem substitute rate at Elba Central School times the number of his/her accumulated sick leave days at the time of retirement.

	2006-07	2007-08	2008-09	2009-10	2010-11
Rate	\$90	\$93	\$93	\$95	\$95

Upon exhaustion of this paid benefit, said employee may continue coverage under the District's group plan at his own cost. Upon the death of said unit member, a covered spouse shall continue to receive remaining health coverage for the school year of the coverage.

Any member eligible for paid health insurance benefits may accumulate an additional sixty (60) days beyond the maximum allocated for sick days to be used for paid health insurance upon retirement. These days may be used only for health insurance and only after retirement. They shall accumulate in the same manner as sick days, but only accumulate when a member has 180 sick days accumulated at the end of a school year.

### SECTION 4 – FLEX SPENDING ACCOUNT

The District will make a Flex Plan available to all members.

## ARTICLE VIII

### Salaries

### SECTION 1

Members shall receive credit for one credit hour on the salary schedule for the completion of an in-service course previously approved and recognized by the Board, such credit to be given at the commencement of the next school year immediately following successful completion of the course. In order to receive such credit a teacher must be present at all class meetings unless sick or participating in a school function at the time of the class and the Board shall have the full discretion to deny the one credit hour recognition to any faculty member who does not fulfill these attendance requirements.

### SECTION 2 - CREDIT

Credit for additional credit hours on the salary schedule shall be granted for all courses during the current school year and for all summer school courses for the school year commencing on the following September. Verification of the successful completion of such courses is to be received in the form of a verified official college transcript by the chief school administrator on or before October 10 of that school year. In cases when colleges may be delayed in administering transcripts, a letter signed by their instructor stating that the applicant has successfully completed the course shall be accepted by the chief school administrator until a verified official transcript is received. Where it is determined that a salary increase has been obtained improperly hereunder, the Board shall have the right to secure repayment of any amounts paid upon such salary increase by means of payroll deduction prorated over the remaining portion of the school year. Whenever possible, a member shall notify the chief school administrator on or before June 1 of any additional credit hours to be taken during that summer.

### SECTION 3 - PAY DATES

Members shall receive their first check on the second working Friday in September of the school year and every second Friday thereafter, each check to represent 1/21 of the member's salary. If a member desires to have



his/her salary paid in twenty-six (26) pay checks, each shall represent 1/26 of the member's salary and said member shall receive five (5) additional checks at the end of the school year.

#### SECTION 4 - NON-ATHLETIC EXTRACURRICULAR ACTIVITIES

Members involved in the non-athletic extracurricular activities listed below shall receive compensation for such activity.

##### A. New Hires – Starting Base Rate:

	2006-07	2007-2008	2008-2009	2009-2010	2010-2011
Revue Advisor	\$2,317	\$2,337	\$2,352	\$2,367	\$2,382
Asst. Revue Advisor	\$1,622	\$1,640	\$1,655	\$1,670	\$1,685
Drama/Musical Director	\$2,022	\$2,042	\$2,057	\$2,072	\$2,087
Asst. Drama/Musical Director	\$1,618	\$1,634	\$1,646	\$1,658	\$1,670
Set Manager	\$463	\$470	\$485	\$500	\$515
7-12 Student Council	\$1,362	\$1,382	\$1,397	\$1,412	\$1,427
Elementary Student Council	\$1,362	\$1,382	\$1,397	\$1,412	\$1,427
Newspaper Coordinator	\$1,291	\$1,311	\$1,326	\$1,341	\$1,356
Senior Honor Society	\$582	\$602	\$617	\$632	\$647
Junior Honor Society	\$582	\$602	\$617	\$632	\$647
Math Team	\$463	\$470	\$485	\$500	\$515
Jr. High Math Team	\$348	\$470	\$485	\$500	\$515
Ski Club	\$470	\$470	\$485	\$500	\$515
S.A.D.D.	\$470	\$470	\$485	\$500	\$515
Library Club	\$463	\$470	\$485	\$500	\$515
Field & Stream	\$463	\$470	\$485	\$500	\$515
Page Turners	\$463	\$470	\$485	\$500	\$515
Envirothon	\$463	\$470	\$485	\$500	\$515
Future Teachers	\$463	\$470	\$485	\$500	\$515
Scholastic Bowl	\$463	\$470	\$485	\$500	\$515
G.A.A.	\$463	\$470	\$485	\$500	\$515
Spirit Club	\$463	\$470	\$485	\$500	\$515
Senior Class Advisor	\$1,362	\$1,382	\$1,397	\$1,412	\$1,427
Junior Class Advisor	\$1,043	\$1,063	\$1,078	\$1,093	\$1,108
Sophomore Class Advisor	\$805	\$825	\$840	\$855	\$870
Freshman Class Advisor	\$582	\$602	\$617	\$632	\$647
Eighth Grade Class Advisor	\$407	\$470	\$485	\$500	\$515
Seventh Grade Class Advisor	\$407	\$470	\$485	\$500	\$515

B. Wage increases:

Effective July 1, 2007\*, members that provide consecutive years as an advisor in the same activity shall receive an annual percentage increase of salary calculated from their salary of the previous year.\* The annual percentage is based on the number of years of advisor experience in that activity per the following rates:

Years Advisor	Annual Increase
1-15	4.0%
Over 15 years	3.8%

\*Members that have completed and fully paid as an advisor prior to the ratification of the Agreement shall receive the greater of the salary as previously paid or as calculated using the method described in Article VIII, Section 4B.

C. Re-Appointment

If an advisor is re-appointed to the same activity with non-consecutive years of experience, the advisor shall be credited with full years of experience in the activity towards the salary provided all such experience was in the Elba Central School System. An *Experience Increment* is calculated by multiplying the years of previous advisor experience in that activity times 3.2%. Salary is calculated by multiplying the Starting Base Rate times the Experience Increment.

D. The Board will pay the difference between the costs to the advisor for approved trip activities on behalf of the club less the amount borne by the Club, up to a maximum of \$400.00.

## SECTION 5 - ATHLETIC EXTRACURRICULAR ACTIVITIES

A. New Hires – Starting Base Rate:

	2006-07	2007-08	2008-09	2009-10	2010-11
<b>Varsity Football</b>	\$3,154	\$3,224	\$3,294	\$3,366	\$3,438
<b>Modified Football</b>	\$1,993	\$2,018	\$2,043	\$2,070	\$2,097
<b>Varsity Basketball</b>	\$3,386	\$3,456	\$3,526	\$3,598	\$3,670
<b>JV Basketball</b>	\$2,583	\$2,633	\$2,683	\$2,735	\$2,787
<b>Modified Basketball</b>	\$1,220	\$1,300	\$1,325	\$1,352	\$1,379
<b>Varsity Tennis</b>	\$2,343	\$2,413	\$2,483	\$2,555	\$2,627
<b>JV Tennis</b>	\$1,714	\$1,764	\$1,814	\$1,866	\$1,918
<b>Modified Tennis</b>	\$1,197	\$1,300	\$1,325	\$1,352	\$1,379
<b>Golf</b>	\$2,343	\$2,413	\$2,483	\$2,555	\$2,627
<b>Varsity Soccer</b>	\$2,343	\$2,413	\$2,483	\$2,555	\$2,627
<b>JV Soccer</b>	\$1,714	\$1,764	\$1,814	\$1,866	\$1,918
<b>Modified Soccer</b>	\$1,197	\$1,300	\$1,325	\$1,352	\$1,379
<b>Cheerleading - Football</b>	\$969	\$1,500	\$1,570	\$1,642	\$1,714
<b>Cheerleading – Basketball (Var. &amp; JV combined)</b>	\$1,013	\$2,100	\$2,170	\$2,242	\$2,314
<b>Varsity Baseball/Softball</b>	\$2,343	\$2,500	\$2,570	\$2,642	\$2,714
<b>JV Baseball/Softball</b>	\$1,714	\$1,764	\$1,814	\$1,866	\$1,918
<b>Modified Baseball/Softball</b>	\$1,300	\$1,300	\$1,325	\$1,352	\$1,379

Assistant coaches will be paid 80% of the starting rate of the coach in the sport and level of coaching.

**B. Wage increases:**

Effective July 1, 2007\*, members that provide consecutive years of coaching in the same sport at the same level shall receive an annual percentage increase of salary calculated from their salary of the previous year. The annual percentage is based on the number of years of coaching experience per the following rates:

Years Coaching	Annual Increase
1-15	4.0%
Over 15 years	3.8%

\*Members that have completed a coaching season prior to the ratification of the Agreement shall receive the greater of the salary as previously paid or as calculated using the method described in Article VIII, Section 5B.

**C. Transfers/Non-consecutive coaching**

If a modified or JV coach is appointed to coach the same sport on a varsity level in the Elba Central School System, the coach shall be credited with one year of varsity service for each two years of modified or JV coaching experience in the sport. An *Experience Increment* is calculated by multiplying the adjusted coaching experience times 3.2%. The member's salary is calculated by multiplying the Starting Base Rate of that year times the Experience Increment.

If a coach with experience in a varsity sport is appointed to coach the same sport below the varsity level or has been re-appointed to coach in the same sport at the varsity level with non-consecutive years of experience, the coach shall be credited with full years of experience in the varsity sport towards the salary provided all such experience was in the Elba Central School System. An *Experience Increment* is calculated by multiplying the years of previous coaching experience in that sport times 3.2%. Salary is calculated by multiplying the Starting Base Rate times the Experience Increment.

**D.** Members involved in the athletic extracurricular activities listed below shall receive compensation for such activity according to the schedule below:

Intramurals (per activity):

	2006-07	2007-08	2008-09	2009-10	2010-11
Base Rate	\$52	\$52	\$52	\$52	\$52

Timers:

	2006-07	2007-08	2008-09	2009-10	2010-11
Base Rate	\$58	\$58	\$58	\$60	\$60

Football (per game)	100% of base
Basketball (per game)	50% of base

Away Supervision (per activity):

	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>
Base Rate	\$61	\$61	\$61	\$61	\$61

Home Supervision (per activity):

	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>
Base Rate	\$45	\$45	\$50	\$50	\$55

Weight Room Supervision (per session):

	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>
Base Rate	\$17.50	\$18.50*	\$18.50	\$19.25	\$20

\* Rate effective February 1, 2008

E. Music teachers shall be compensated for supervision of away music activities at the away rates listed above.

F. The Director of Athletics shall be responsible for supervision at certain home contests and for publicity of activities related to sports. Effective July 1, 2007, the starting base rate for the Director of Athletics shall be \$4,300.

The Director of Athletics shall receive an annual percentage increase of salary calculated from their salary of the previous year. The annual percentage is based on the number of years in the position per the following rates:

Years as Athletic Director	Annual Increase
1-15	4.0%
Over 15 years	3.8%

The Director of Athletics shall also be compensated for supervision at home contests in accordance with the supervision of activities schedule above.

## SECTION 6 - SUMMER CURRICULUM WORK

Members performing curriculum work during the summer recess shall be compensated at the following rate:

	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>
Rate	\$23	\$23	\$25	\$27	\$29

The curriculum work must receive previous written approval by a school administrator to be eligible for compensation.

## SECTION 7 - CERTIFIED MEMBER

When a member becomes certified, he/she shall be placed on the salary schedule commensurate with his/her years of service in the Elba Central School District in accordance with the attached schedules.

## SECTION 8 - ELIGIBILITY FOR STEP ADVANCEMENT

To be eligible to advance from one step to the next on the salary schedule, a member must have been employed before February 1st of the previous school year.

This article does not apply to those members returning from leave under the provisions of Article III, Section 12.

## SECTION 9 - PAY DATE

Whenever possible, when a regularly scheduled pay date occurs within a vacation period during the school year, that pay date shall be advanced to the last scheduled school day prior to the said vacation period.

## SECTION 10 - HOME TEACHING

Members engaging in a home teaching program shall be compensated at a rate of 1/8 of 1/200 of the member's annual salary for each hour of home teaching and a prorata portion of 1/8 of 1/200 for each fraction of an hour, and shall be paid a mileage allowance equal to the maximum allowable rate established by the Internal Revenue Service.

## SECTION 11 – DEPARTMENT CHAIRPERSONS/SCHOOL PLANNING TEAMS

The Association will form a committee comprised of members of the Association, building principals and the Director of Curriculum and Instruction to develop recommendations for the role, responsibility and accountability of Department Chairs and/or School Planning Teams. The recommendations will be presented to the Superintendent. Any negotiated stipends will be based on the defined work.

## SECTION 12 – TECHNICAL ADVISOR TO THE AUDITORIUM

The Technical Advisor to the Auditorium shall be responsible for maintaining the lighting and sound equipment and supplies of the auditorium and to provide assistance and trainings to auditorium users. The starting base rate for the Technical Advisor shall be \$2,400. The Technical Advisor shall receive an annual percentage increase of salary calculated from their salary of the previous year. The annual percentage is based on the number of years in the position per the following rates:

Years as Technical Director	Annual Increase
1-15	4.0%
Over 15 years	3.8%

## SECTION 13 – SCHOOL TO WORK COORDINATOR

The School to Work Coordinator is responsible for the coordination of the K-12 school to work program of the district. Effective July 1, 2007, the starting base rate for the School to Work Coordinator shall be \$750. The School to Work Coordinator shall receive an annual percentage increase of salary calculated from their salary of the previous year. The annual percentage is based on the number of years of experience in the position per the following rates:

Years as Coordinator	Annual Increase
1-15	4.0%
Over 15 years	3.8%

## SECTION 14 – MENTORS

The Association will form a committee comprised of members of the Association, building principals and the Director of Curriculum and Instruction to develop recommendations for the role, responsibility and

accountability of Teacher Mentors. The recommendations will be presented to the Superintendent. Any negotiated stipends will be based on the defined work.

## **ARTICLE IX**

### **Grievance Procedure**

#### **SECTION 1 - POLICY AND BASIC PRINCIPALS**

##### **A. Tentative State of Policy**

In order to provide the best possible educational programs for the Elba Central School, and to establish harmonious and effective relationships among those working toward this goal, the purpose of these grievance procedures is to RESOLVE satisfactorily group or individual differences which would tend to unsettle the effective functioning of the school system. Each member is guaranteed the right to be heard and to present this grievance in accordance with this procedure free from discrimination, restraint, interference or reprisal. Decisions shall be rendered judiciously and promptly.

No provision of these procedures is to be construed as contravening the already established fine relationship between the Board and the teachers.

##### **B. Tentative Statement of Basic Principals**

1. Each member shall have the right to present grievances in accordance with these procedures.
2. All discussions shall be kept confidential during procedural stages of the resolution of the grievance.
3. A member who participates in these grievance procedures shall not be subject to discipline or reprisal because of such participation.
4. Administration and supervisory personnel have the responsibility to consider and take action promptly within authority delegated to them on grievances presented to them.
5. It shall be the responsibility of the chief administrative officer to take such steps as are necessary to implement all stages of the GRIEVANCE PROCEDURE.

#### **SECTION 2 - INDIVIDUAL GRIEVANCE PROCEDURES**

##### **A. Procedure for Employees:**

The aggrieved member must select the immediate supervisor who, in his/her opinion, can best resolve the grievance.

Due to extenuating circumstances, time limits as indicated at each stage may be extended with approval in writing of both parties. A grievance shall be considered terminated if the aggrieved employee does not request a conference within twelve (12) calendar months.

##### **PRELIMINARY STAGE (Optional)**

In the interest of maintaining harmonious relations, it is recommended that prior to initiating formal written grievance procedures, the aggrieved member have an oral and unrecorded conference with his/her immediate supervisor.

##### **SEQUENCE OF FORMAL STAGES:**

##### **FIRST WRITTEN STAGE: Conference with Immediate Supervisor**

1. Any grievance shall be recorded on the special grievance form and forwarded to the immediate supervisor (forms available in office).
2. The immediate supervisor shall hold a conference with the aggrieved member within two (2) working days of receipt of the grievance form.
3. The member has the right to be heard personally.

4. It is the responsibility of the immediate supervisor to settle the grievance if the matter is within his/her authority as defined by the State Education Law, and the Rules and Regulations of the Board of Education and the Chief Administrative Officer.

5. The immediate supervisor may consult whomever he/she deems necessary for the solution of the grievance.

6. The immediate supervisor shall return a copy of the grievance form to the member with his/her decision in writing within four (4) working days of the receipt of the grievance form.

#### SECOND WRITTEN STAGE:

1. If the member is dissatisfied with the decision of the first stage, he/she may refer the matter directly to the next designated authority.

2. The aggrieved member shall submit a copy of the grievance form returned to him/her by the immediate supervisor. He/she may also submit any additional data. Prior to the conference, a copy of this additional data must be sent to the immediate supervisor.

3. The designated authority must hold a conference within two (2) working days of receipt of the grievance form.

4. The aggrieved member and the immediate supervisor must attend the conference.

5. The authority that conducts the conference shall inform the aggrieved member and his/her immediate supervisor, in writing on a grievance form, of his/her decision, written within four (4) working days of the receipt of the grievance form.

#### CHIEF SCHOOL ADMINISTRATOR STAGE:

1. If the member is dissatisfied with the decision of the previous stage, he/she may then request a conference with the Chief Administrative Officer.

2. The aggrieved member shall submit a copy of all preceding written statements of the grievance and of decisions of previous authorities, if any, to the Chief School Administrator and any additional data - also copies are to be sent to the previous designated authority concerned.

3. The Chief School Administrator shall hold a conference within two (2) working days of the receipt of the grievance form.

4. The aggrieved member and the designated authority of the previous stage, if any, shall also attend the conference.

5. The aggrieved member has the right to be heard personally.

6. The Chief School Administrator shall inform the aggrieved member and the authority previously concerned, in writing, on the grievance form of his/her decision within six (6) working days of receipt of the grievance form.

#### SECTION 3 - GROUP GRIEVANCE PROCEDURE

If two or more members have the same grievance, each member of the group shall sign a statement of the grievance and submit such statement of the first supervisor who is common to all the aggrieved. Regulations established for individual grievances shall then be followed by the group.

#### SECTION 4 - THE BOARD

##### A. Procedure for appeal

If a grievance has been taken to the Chief School Administrator and his/her decision has been unsatisfactory to the aggrieved member, he/she may then take his/her case to the Board of Education.

1. If he/she desires to go to the Board, he/she shall within five (5) days request in writing to the

Board, that he/she be granted a hearing.

2. The Board shall meet within ten (10) days of receiving the request for a hearing.

3. The aggrieved member shall submit copies of the written statements of the grievance and of the decision of previous authorities, to the Board.

4. The aggrieved member has the right to be heard personally.

5. The Board shall notify the aggrieved member and the Chief School Administrator, in writing, within fifteen (15) days after receipt of appeal.

If, after the Board has made its decision, the aggrieved member still believes his/her case has not been satisfactorily resolved, he/she may, under the limitation of the law, appeal to the Commissioner of Education, or the Courts.

## SECTION 5 - ADVISORY ARBITRATION

A grievance, strictly limited to an alleged misinterpretation or misapplication of a specific Article and Section of this Agreement, if not satisfactorily resolved at the Board Stage of the Grievance Procedure, may be taken to advisory arbitration through the following procedure.

1. Within the ten (10) days after receipt of the decision by the Board the aggrieved shall notify the Elba Teachers Association and the Superintendent, in writing, that he/she wishes to proceed with the grievance to advisory arbitration.

2. Within five (5) days thereafter the PAC of the Association shall notify the Superintendent, in writing, if proceeding to advisory arbitration would be in the best interest of the Association. If the PAC determines that it would not be in the best interest of the Association to proceed, then the grievance shall be deemed to have been withdrawn.

3. If the PAC of the Association determines that it would be in the best interest of the Association to proceed, then within five (5) days of receipt of the written notice pursuant to (2) above, the Superintendent shall request the American Arbitration Association to submit a list of seven (7) names with a copy to the President of the Association. From this list an advisory arbitrator shall be selected by the Superintendent and President of the Association by alternately striking names until one (1) remains who shall be designated as the advisory arbitrator for the grievance in questions.

4. The advisory arbitrator shall have no power to add to, subtract from or modify any of the provisions of this Agreement.

5. No advisory arbitrator shall hear more than one (1) grievance on the same hearing or series of hearings, except by mutual agreement between the parties.

6. The decision of the advisory arbitrator shall be advisory only and not binding upon the parties. The fees and expenses of the arbitrator, and the cost of the hearing room, shall be shared equally by the District and the Association. All other expenses shall be borne by the party incurring them.



## ARTICLE X

### Member Evaluation

There shall be two types of annual professional performance reviews for members.

1. All non-tenured members, along with tenured members that the principals may designate at any time, will participate in Intensive Review. The procedure for Intensive Review is as follows:
  - a. Intensive Review consists of a pre-observation conference, a formal observation, and post-observation conference a minimum of two times each year.
  - b. Written feedback will be provided to the members being observed via the Intensive Observation Feedback Form, which corresponds to the Teaching Standards Rubric.
  - c. Members who do not meet the basic level of performance as defined on the Intensive Observation Feedback Form will be required to work collaboratively with the principal to develop Teaching Improvement Plan(s).
  - d. Signatures on the front of the Teaching Improvement Plan form indicate that the principal and member have discussed the contents and that the member has had the opportunity to respond on the form.
2. All members will complete a Professional Development Plan. These plans may be multi-year and may be submitted by individuals or groups of members. Groups can consist of grade level teams, department teams, interdisciplinary teams, or study teams interested in a particular topic. The Professional Development Plan will involve the member or group of members selecting a “growth goal” based on the District Professional Development Plan, student achievement data and/or the Teaching Standards Rubric. Members will specifically plan how to meet the goal(s). The procedure for completing the Professional Development Plan is as follows:
  - a. An individual member or a group of members will complete and submit the Professional Development Plan form to the principal by October 31<sup>st</sup>. At this meeting, the member(s) and the principal will discuss and review the Professional Development Plan and collaboratively make any modifications to the plan.
  - b. The signature of the member(s) and principal at the top of the Professional Development Plan form indicates that both parties have agreed to the specific plans detailed therein.
  - c. By June 1<sup>st</sup>, an individual member or a group of members will meet to review the Professional Development Plan Summary Form. At this meeting, the member(s) and the principal will collaboratively make any revisions to the information provided by the member(s) on the Professional Development Summary Form.
3. A copy of the Professional Development Plan Summary form will be placed in the member’s personnel folder. Other artifacts from the Professional Development Plan may also be included by mutual agreement.
4. A tenured member may request an Intensive Review.
5. Non-tenured teachers may use mentored teaching experience as part of the Professional Development Plan.
6. Selected tenured teachers may use the mentoring of a non-tenured teacher as part of the Professional Development Plan.

**ARTICLE XI**  
**Teaching Assistants**

1. Teaching Assistants shall be included within the bargaining unit represented by the Association. All articles of this agreement shall apply to teaching assistants except the following:
  1. Article III, Section 11 - Sabbatical Leave
  2. Article IV, Teaching Assignments
  3. Article VI, Section 5 - Probationary Period
  4. Article VI, Section 13 - Part Time Classification
  5. Article VIII, Section 1 - Salaries
  6. Article VIII, Section 2 - Credit
  7. Article VIII, Section 6 -Summer Curriculum Work
  8. Article VIII, Section 7 - Certified Member
  9. Article VIII, Section 8 – Eligibility for Step Advancement
  10. Article XIII, Salary Schedule

2. The starting base rate for teaching assistants shall be:

	2006-2007	2007-08	2008-09	2009-10	2010-11
<b>Level 1</b>	\$7.25	\$7.25	\$7.50	\$7.50	\$7.75
<b>2</b>	\$7.60	\$7.60	\$7.85	\$7.85	\$8.10
<b>3</b>	\$8.30	\$8.30	\$8.55	\$8.55	\$8.80
<b>Pre-Professional</b>	\$9.00	\$9.00	\$9.25	\$9.25	\$9.50

3. Effective July 1, 2007: All teaching assistants who have completed 1 year of service to the District will receive a \$0.75 increase in hourly rate.  
  
Effective July 1, 2008: All teaching assistants who have completed 1 year of service to the District will receive a \$0.37 increase in hourly rate per year of the Agreement.
4. New York State Teacher's Retirement System.
5. Teacher assistants will receive the following eight (8) paid holidays: Columbus Day, Veterans' Day, Thanksgiving, Winter Recess (1 day), Martin Luther King Day, President's Day, Spring Recess (1 day) and Memorial Day.
6. Part-time teacher assistants will receive benefits on a pro-rata basis.

## ARTICLE XII School Nurse

School nurses hired by the Elba Central School District shall be members of the Association with full membership and contract rights except as indicated below. The following parts of the contract shall not apply to a school nurse:

Article III, Section 11	Sabbatical Leave
Article IV	Teaching Assignments
Article VI, Section 5	Probationary Period
Article VI, Section 13	Part-time Classification
Article VI, Section 14	Staff Development
Article VIII, Section 1	Salaries
Article VIII, Section 2	Credit
Article VIII, Section 6	Summer Curriculum Work
Article VIII, Section 7	Certified Member
Article VIII, Section 8	Eligibility for Step Advancement
Article VIII, Section 10	Home Teaching
Article VIII, Section 11	Department Chairpersons
Article VIII, Section 12	Computer Coordinator
Article VIII, Section 13	School Leadership Team
Article VIII, Section 14	School to Work Coordinator
Article X	Member Evaluation
Article XIII	Salary Schedule

In addition, the following items shall apply only to the Nurse:

1. Salary:

	2006-07	2007-08	2008-09	2009-10	2010-11
Salary	\$33,750	\$36,800	\$37,100	\$38,510	\$39,973

2. Salary increases negotiated per contract.

3. The salary for the school nurse includes three (3) days of work during the summer months. Additional hours of work during the summer, approved by the Superintendent, will be compensated at an hourly rate determined by multiplying the hours worked times 1/200<sup>th</sup> of the member's salary.

**ARTICLE XIII**  
**Salary Schedule**

<b>Steps</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>
<b>1</b>	\$31,000	\$31,400	\$31,833	\$32,267	\$32,700
<b>2</b>	\$31,400	\$31,650	\$32,833	\$33,267	\$33,700
<b>3</b>	\$32,300	\$32,550	\$33,333	\$34,267	\$34,700
<b>4</b>	\$33,500	\$33,600	\$34,267	\$35,017	\$35,700
<b>5</b>	\$34,200	\$34,475	\$35,300	\$35,983	\$36,700
<b>6</b>	\$35,200	\$35,450	\$36,350	\$37,000	\$37,700
<b>7</b>	\$36,500	\$36,600	\$37,467	\$38,225	\$38,700
<b>8</b>	\$39,000	\$39,100	\$38,700	\$39,483	\$40,100
<b>9</b>	\$41,200	\$41,300	\$40,833	\$40,800	\$41,500
<b>10</b>	\$42,700	\$42,850	\$42,767	\$42,567	\$42,900
<b>11</b>	\$44,800	\$44,800	\$44,267	\$44,233	\$44,300
<b>12</b>	\$50,000	\$50,500	\$46,033	\$45,683	\$45,700
<b>13</b>	\$50,000	\$51,000	\$50,767	\$47,267	\$47,100
<b>14</b>	\$50,000	\$51,600	\$51,567	\$51,033	\$48,500
<b>15</b>	\$50,000	\$51,600	\$52,433	\$52,133	\$51,300
<b>16</b>	\$50,000	\$51,600	\$52,900	\$53,267	\$52,700
<b>17</b>	\$50,000	\$51,600	\$53,612	\$54,200	\$54,100
<b>18</b>	\$50,000	\$51,600	\$54,323	\$55,623	\$55,500
<b>19</b>	\$65,730	\$65,730	\$55,033	\$57,047	\$57,635
<b>20</b>	\$65,730	\$66,578	\$66,000	\$58,467	\$59,770
<b>21</b>	\$65,730	\$67,000	\$67,002	\$66,200	\$61,900
<b>22</b>	\$65,730	\$67,000	\$67,733	\$67,426	\$66,500
<b>23</b>	\$65,730	\$67,500	\$68,183	\$68,467	\$67,850
<b>24</b>	\$65,730	\$67,500	\$68,967	\$69,367	\$69,200
<b>25</b>	\$71,857	\$71,857	\$69,417	\$70,433	\$70,550
<b>26</b>	\$71,857	\$72,757	\$72,771	\$71,333	\$71,900
<b>27</b>	\$71,857	\$73,723	\$73,905	\$73,686	\$73,250
<b>28</b>	\$71,857	\$73,723	\$74,136	\$75,052	\$74,600
<b>29</b>	\$71,857	\$73,723	\$74,368	\$76,068	\$76,200
<b>30</b>	\$71,857	\$73,723	\$74,600	\$76,300	\$78,000

Graduate Hours                      \$60  
Masters                                      \$1,000

Members will be compensated for up to 60 credit hours for graduate work. Members may be compensated up to an additional 30 hours when those hours are directly related to the position held by the member.

This salary schedule is applicable only to those who hold a valid certificate pursuant to the provisions of the

Education Law. Prior service shall be credited at the time of original employment in the Elba Central School District. Additional pay for graduate hours will be granted for work completed by September 10 of the current school year. Claims for additional credit hours for advanced study beyond the Bachelor's Degree must be in accordance with Article VIII Section 1 of this contract. Courses outside a member's field of study and/or any required courses must be approved by the Board of Education. There will be no variations from the schedule once a person is on step according to the years of service except at the discretion of the Board of Education.

#### ARTICLE XIV

##### Duration

The terms of this Agreement are effective beginning July 1, 2006. This Agreement shall remain in full force and effect through and including June 30, 2011. This Agreement may be modified or amended only by mutual agreement in writing.

It is understood and agreed that no Article or Section of this Agreement may be reopened during the term of this Agreement and that all other terms of this Agreement shall continue in full force and effect during the term of this Agreement.

In the event either party wishes to modify or amend this Agreement following its June 30, 2011 expiration, that party shall serve written notice on the other party between January 1 and February 15, 2011.

Whenever written notice is given requesting modification of this Agreement both parties should exchange their proposed changes, additions and deletions in writing within 60 days after the notice of such reopening.

ELBA CENTRAL SCHOOL FACULTY EDUCATION ASSOCIATION

By Carolyn Stegman  
Carolyn Stegman – President

Elba Central School Faculty Association ratification: January 15, 2008.

ELBA CENTRAL SCHOOL BOARD OF EDUCATION

By Joan M. Cole  
Joan M. Cole – Superintendent

Board of Education Approval: January 16, 2008.



